

Market Range Detail - Nurse Practitioner/Physician Assistant

Effective Date

November 19, 2007

Market Range Title Description

Positions in this market range title are responsible for providing general medical care and patient treatment to patients under supervision of a physician. Primary duties include eliciting detailed patient history, performing physical examinations, administering injections and immunizations, prescribing certain drugs and instructing patients on prescribed treatments, and counseling patients on health problems. May perform or order X-rays, electrocardiograms, lab tests and other diagnostic procedures, suture wounds assist in minor surgical procedures, apply or remove cast and traction apparatus and perform other therapeutic procedures. May be responsible for providing supervision to other patient service staff.

Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$38.47	\$46.31	\$54.15

Likely Minimum Qualifications

- Graduate of an AMA accredited school of Nursing and an accredited Nurse Practitioner or Physician Assistant program with a valid unrestricted license to practice issued by the Arizona State Board of Nursing
- One year experience as a Nurse Practitioner or Physician Assistant

Working Titles

- Nurse Practitioner
- Nurse Practitioner/Physician Assistant
- Physician Assistant

Glossary:

Market Range Title: Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

Effective date: The date the salary range was implemented for use.

Market Range Title Description: Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

Likely Minimum Qualifications: Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

Market Range: The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

Hiring Range: The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

Working Title: The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.